CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — July 2004 # 219

Hoffa Faces Heat for Election Irregularities

Members Sue for Clean Contract Votes

Teamster officials have admitted under oath to stunning election irregularities that call into question the integrity of every national contract vote — covering 300,000 Teamsters — conducted over the past five years.

Teamster members are responding with litigation to win voting safeguards, including the right for pro and con observers at all national contract votes.

A lawsuit by courageous Michigan carhaulers has uncovered voting irregularities that marred the 2003 carhaul contract. But the implications go far beyond one contract vote. The same people, the same procedures are used on all national contracts, including UPS and freight.

Here are the facts as revealed by Teamster officials under oath:

➤ In the 2003 carhaul vote, the International mailed out 50 percent more ballots than there were carhaulers covered by the contract.

➤ The IBT did not check voter eligibility or the validity of any of the returned ballots. They counted every ballot that came back without any scrutiny or challenge.

➤ James DeHaan "certified" the vote count of the Michigan Office Supplement even though he never counted or tabulated any of the ballots. In fact, DeHaan certified this particular vote without leaving his Detroit home. The ballot count was held in Washington, D.C.

➤ The person tabulating the overall ballot count was Hoffa's 2001 campaign manager, Todd Thompson.

➤ The agency conducting the count was a printing company that was caught giving an illegal campaign contribution to Hoffa's campaign in 2001.

These facts came to light because of a federal lawsuit filed by three Michigan Teamsters, after they discovered that the results were tampered with in the ratification of their small Michigan Office Workers Supplement to the national contract.

The voting scandal has now widened to cover the lack of safeguards in the national carhaul contract as well as the voting on the UPS, freight, Continental Airline and Anheuser Busch contracts and supplements. In each case, the same flawed procedures were in place.

Teamsters Deserve a Fair Vote

We believe Teamsters are entitled to a fair contract vote — one that all members can have confidence in.

We believe there must be provisions for an adequate number of pro and con observers, with the right to challenge ballots, just as in union officer elections.

We believe the eligibility and validity of voters and ballots need to be open to scrutiny — no matter who the officers are.

That's where TDU stands. How about you?

Do you want your next contract vote safeguarded, so that all Teamsters can have confidence in our contracts and union? If so, pitch in to help make it happen.

TDU won the right to vote for International officers. TDU won the right to majority rule on contracts. Today, we are gearing up to win the right to fair contract votes with observers and proper safeguards. And, if concerned Teamsters join the fight, we can win.

If you're not a member of TDU, now is the time to join. Use the member application on this page to invest in fair contract votes and a stronger union.

You can also send a donation, earmarked for the Fair Contract Litigation Fund, to TRF—the Teamster Rank & File Education and Legal Defense Foundation. Funds are needed to cover the costs involved and make a lawsuit possible. Contact TDU to learn more. The contract vote you protect could be your own.

Hoffa Said It ...

"I think the way we do it now is the proper way."

General President James Hoffa, when asked if there were any circumstances under which he would allow pro and con rank-and-file members to observe contract votes. Finally, after the federal judge ordered him to answer the question, he took a lengthy caucus with his lawyer and then said he'd consider it on a case-by-case basis.

Incredible but True ...

James Hoffa, when asked under oath, could not answer this question: Do Teamster members have the right to vote by secret ballot on contract ratifications?

"Every Teamster deserves a fair contract vote. A bunch of Michigan carhaul office workers are fighting for that right but we need your help.

"Join TDU today to make sure all contract votes get done right."

Donna McCuiston
Local 299, Allied, Detroit

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $40 one-year membership & subscription to *Convoy Dispatch.*

___ $95 three-year membership fee.

___ $25 for spouses, and Teamsters who gross less than $22,000 a year.

___ $25 for retirees. Retired from Local _____ .

❑ Check or money order

Mastercard/Visa # _____ Exp. date ___/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Letters From Our Members

TDU Web Site Has the Information

Being a recent Red Star employee, I was very keen as to the idea of Holland moving into the area.

Sorry to say, there was no word of what was going on in the Teamster web site.

Yes, I received a letter stating that Holland was indeed moving into my area, and that all was being done to fight for my rights. But that was all. No facts about new hiring procedures. No talk of rates being offered. No talk of anything that I couldn't have read in *Transport Topics*.

It took one click to the TDU web site to find out all I needed: a transcript of the agreement between the Teamsters and U.S.F.

Thanks. Now I at least have an idea how to proceed, and make a decision, instead of waiting for the next issue of *Transport Topics* to come out.

Your supporter from here on,
Christopher J Branagh
Local 773, USF Red Star
Allentown, Pa.

Local Unions Take Vacation; Union Busters Working 24/7

Once again many local unions have suspended monthly meetings for the summer, some by a vote taken at the May meeting. Should our union go on vacation for the summer?

There once was a time when it was fine just to pay dues and the union could deliver the goods, so to speak.

After WW II the country was flush with good jobs and unions had a fairly easy time negotiating substantial increases in pay and benefits. That practice ended before I entered the unionized workforce some 30 years ago.

Nowadays, the only way you can use flush and jobs in the same sentence is in describing how they are being flushed down the toilet to other countries where people are forced to work for much less. Call it what you will, outsourcing, globalization, free markets, whatever, the results are all the same.

Neither have the corporate lobbyists strayed from their practice of influencing (buying off) legislators, from the state house to the White House.

What's our response? Whatever it is, it's not enough. Members need to get more involved, stop taking union benefits for granted, and start taking ownership of our local unions.

Yes, we all get tired of meetings. But why not try some alternative summer meetings that might build some solidarity and get members active? Have a social event. A potluck. Invite the whole family. Invite the community. This would be a good time to invite nonunion freight workers to mingle with us. What better way to convince them why the Teamster Union is the better way!

Bring out the popcorn machine and ice down the drinks. Show movies about labor history. Invite a prominent speaker to discuss issues important to our union.

To all my union brothers and sisters who think they need a rest from monthly meetings I say, "Have a wonderful vacation!"

But remember, while you are relaxing, the boss is scheming to find more ways to crush our union. To those who are brave enough to face the reality of the challenges that confront us and are willing to continue the fight, I offer you my solidarity in working to get us back in the game.

Tim Pagel
Local 988, Yellow
Houston

How Will Overtime Proposal Affect UPS Drivers?

Hello. You people have a great web site. This is where I come to find out all the interesting things going on in the big wonderful world of UPS.

What I am concerned about is how all the hourly wage drivers will be affected if the Bush administration gets this overtime wages package pushed through.

I keep seeing this magic 65,000 number, and wonder if we will be affected if over that in wages.

Loyal Schmidt
Local 17, UPS
Denver

Teamster Guardsman Killed in Iraq

On April 26, Sgt. Sherwood Baker was the first member of our union to be killed in Bush's war and occupation of Iraq.

Baker was a member of Teamster Local 401 in Pennsylvania and worked as a case worker for the Pennsylvania Department of Mental Health and Mental Retardation. He was also a member of the Pennsylvania Army National Guard.

The Teamster web site reported Baker's death over a month ago, but left out the angry reaction of Baker's parents to the Bush administration's policies that led to the death of their son.

Alfred and Celeste Zappala (Baker's adoptive parents) declared in a radio interview, "My son was betrayed by the Bush administration. This whole war — you know, people make analogies with Vietnam and Iraq, and I think that the big difference is that it took years to find out the lies with Vietnam. We discovered the lies in less than a year.

"It was a senseless death, just like all those other boys ... and the 10,000 plus Iraqi citizens killed in Iraq."

Many Teamsters have been mobilized for the war and occupation of Iraq, especially at UPS. I hope our union takes a stand to bring all the troops home now.

Baker was 30 years old when he was killed and leaves behind a wife and a nine-year old son.

Joe Allen
Local 705, UPS
Chicago

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
e-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225 Phone: (718) 287-3283. Fax: (718) 287-3287.
e-mail: tdueast@tdu.org

E-Mail Your Letter

Either visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.

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TDU International Steering Committee

Co-Chairs:
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Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Willie Hardy, Memphis Local 667
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311

Members:
John DePietro, Syracuse, N.Y., Local 317
Jona Fleurimont, New York City Local 854
Frank Halstead, Los Angeles Local 572
Jim Jacob, Providence, R.I. Local 251
Roy Kruchten, Chicago Local 705
Sandy Pope, New York City Local 805
Dawn Stanger, Vermont Local 597

Alternates:
Larry Macdonald, Atlanta Local 728
K.W. Phillips, Memphis Local 667
Bill Sercombe, Jackson, Mich., Local 164

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2003 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Side Agreements, Discrimination Cloud Situation

Union, UPS Begin Creating New Full-Time Jobs

Part of the historic 1997 UPS contract was the creation of 10,000 new full-time jobs. This was heralded as a great victory for working people, as the part-time issue was a lynchpin of the 1997 strike.

As we approach the third year of the 2002 UPS contract, when more full-time jobs are slated to be created, it is instructive to look back at what UPS has done to try to undermine and cloud over this important right in our contract.

First the company did not comply with its obligation to create Article 22.3 jobs, citing a loss in volume. The union promptly filed a grievance and UPS part-timers waited for two years for arbitration. Many insiders and legal experts were stunned that the Carey administration attorneys could win the case. Arbitrator George Nicholau ruled that not only did UPS have to create 10,000 jobs but that, since they should have been created two years previously, those awarded the jobs would be made whole in every way. Issues surrounding this decision are still affecting daily life at UPS for the rank and file.

Union and UPS Surprised by Arbitration Victory

The implementation of this award seemed both haphazard and disorganized; almost as if both the Hoffa administration and the company were surprised by the decision.

Tensions arose immediately on a number of fronts. During the two-year waiting period many part-timers with enough seniority to do so decided to bid on package car and other full-time positions rather than wait for the uncertain outcome of the arbitration. When the 22.3 jobs were finally created these people had missed a chance to get these jobs and also missed out on the back pay and seniority. Some of them found themselves in the position of making less for the time being under the package car progression than lower seniority workers who had bid on the new 22.3 jobs.

Secondly there were a series of extra-contractual agreements made at the local level regarding these jobs. The IBT left locals and members to their own devices and failed to fight to uphold the highest possible standards across the board.

For example, Albany, N.Y., Local 294 agreed with UPS to exclude the new 22.3 jobs from the procedure, standard in our area, of bidding all full-time jobs every two years. It would be beneficial for full-timers in package, for example, to be able to bid into 22.3 jobs if they become physically unable to perform demanding package routes. This is how seniority should work in our contract.

UPS, of course, is happy with this arrangement because more bidding and moving would mean more training and related expenses. And once UPS had a letter of agreement in Albany it was relatively easy to get the same deal out of the Syracuse local.

Local 294 also cut a deal that gave up seniority rights for the new Article 22.3 people. While the arbitrator's award stated that workers would be made whole for back pay and seniority, Local 294 apparently reached an agreement with UPS giving up the retroactive seniority. When we finally saw the arbitrator's decision much later we found out what had been lost.

The complexity and scope of these agreements amount to another contract that the rank and file didn't vote on. The Parcel Division has stated that there are many different agreements around the country. Nor were any of these agreements made part of the 2002 contract and therefore were not subject to member scrutiny and voting.

UPS Dicrimination and Retaliation

While the union's behavior is certainly bizarre, it's nothing compared to the implacable resentment the company has displayed toward Article 22 full-time employees. They have done everything in their power to segregate a section of Teamsters at UPS and treat them differently to say the least.

From attempting to get these employees to sign production standards to continuing to overpay them even after they had been informed of the original overpayment mistake (so they could get it back later causing fiscal hardship) to making members do a second wage progression, the company has made its displeasure felt.

The new policy is to get all Article 22 people out in 8.25 hours and under while day delivery and feeder employees are complaining of too much overtime. Even lower level management is complaining about this shift in policy. The timing is certainly curious. Right when UPS is obligated to start creating more full-time jobs they are making the ones already established less desirable.

No Side Agreements Without a Vote

In conclusion, we can only hope that both the IBT and UPS will try to remedy some of these problems. First the IBT should never make agreements that are not voted upon. This is destroying our union from within! UPS should treat all of its employees equally and stop treating Article 22.3 employees like unwanted step children. Both sides should realize that there are going to be 20,000 Article 22 employees voting on the next contract.

This article was submitted by Teamsters affiliated with the Conscience of 294 website in Albany, N.Y. (www.co294.com)

UPS Rank & File Survey

It's been two years since the new UPS contract was put into place. This is also the halfway mark for the Hoffa administration's term in office. What impact has the new contract, as well as the Hoffa administration overall, had on UPS Teamsters?

We want to know what you think. Fill out TDU's UPS Rank and File Survey, and we'll report back on UPS Teamsters' opinions on everything from safety and health, to grievances, to new technology.

You can fill out the survey online at www.tdu.org, or download a copy to print and reproduce for others at your center. Or call TDU at 313-842-2600 and we'll send you copies.

"People here liked the idea of getting and filling out the national UPS survey. "The International Union doesn't reach out to UPS members to find out what they are thinking. I'm glad TDU is filling in this gap and will look forward to hearing the results when they come in."

Larry Voss
Local 554, UPS
Dennison, Iowa

UPS & Downs

New England Contract Enforcement Campaign Continues

More than 50 Local 25 members participated in an informational meeting on June 12 to get an update on the federal lawsuit that charges UPS with illegal mid-contract changes to the New England UPS supplement.

UPS management at the Chelmsford, Mass., facility tried to block members' from distributing *Convoy Dispatch* and bulletins published by the New England Teamster Supplement Protection Committee (NETSPC).

Management even threatened some members with termination, but they had to back down when members filed charges with the National Labor Relations Board.

Management has now posted a notice promising they will not interfere with members' right to distribute information on UPS property or "disparately enforce our solicitation and distribution policy" against rank-and-file activists.

Copies of the latest NETSPC bulletin and the federal lawsuit are available at www.tdu.org.

The Phantom 150-Pound Limit

Loaders have noticed an influx of packages that weigh more than 150 pounds at UPS's Ontario, Calif., Airport Facility.

"The packages are labeled 90 or 100 pounds," said Local 63 member Dan Kane. "But when we get them up on a scale, they're way over 150 pounds."

The problem seems particularly bad when it comes to air freight.

Management says that once the packages enter the system, the company is obligated to deliver them. Management says they will either break the packages down into smaller units, of if that's not possible, supervisors will handle them.

Local 63 has filed grievances. Members are also waiting on a response from the IBT.

Have you noticed this problem in your center? Help us track this problem by reporting what you know to TDU at 313-842-2600 or by email at tdu@tdu.org.

Upstate New York Teamsters Network

Currently there are few opportunities in our union for members and stewards from different locals to network together. The IBT routinely holds events for officers in resort areas, but shows no interest in bringing together rank and file members.

Recently Teamsters from several upstate New York locals took matters into their own hands and got together to discuss issues and set plans for building TDU. Members in this region share a number of common concerns and issues so the idea of a regional committee or network makes a lot of sense.

Pensions were one of the issues discussed. While the Upstate New York fund continues to provide better benefits than do other Teamster funds, recent cuts have hit members under white paper contracts especially hard. Plans were discussed for conducting research into the financial state of the fund.

Also discussed was the need for greater coordination among UPS Teamsters. UPSers in this region work under a common supplemental contract. While management is unified and organized there is a need for coordination and networking among stewards in particular.

If the IBT won't provide opportunities for networking it is possible to fill the gap. If you are interested in setting up a regional meeting in your area, contact TDU.

Freight Lines

Organize Now at DHL

DHL, which purchased Airborne last year, plans to invest $1.2 billion in its North American operations to significantly increase capacity and service options. The company will add seven regional sort centers throughout the U.S. to increase ground delivery capacity by 60 percent. An additional five centers will be brought on board after 2005, bringing the total to 24. The firm will also consolidate air hub operations from Greater Cincinnati/Northern Kentucky International to their primary facility in Wilmington, Ohio.

The company employs some 9,000 Teamsters, but approximately the same number of drivers and loaders are nonunion. With all the investment and expansion, DHL is a prime organizing target to expand the NMFA. Now the IBT needs to act. We need these regional sort centers, not to mention all the rest of DHL's operations, in our union. One company, one union!

Low Wages Contribute to Driver Shortage. Can IBT Benefit?

At a recent transportation forum, representatives from a number of nonunion carriers reported that their inability to hire and retain qualified drivers is preventing them from adding capacity. LTL carriers including Celadon, Swift, and Marten Transport attributed a good part of the problem to low wages. J.B. Hunt CEO Kirk Thompson went so far as to state, "Even if someone was so bold as to add capacity, they wouldn't have a driver to put in the truck. Drivers continue to be scarce."

Why Not Eliminate the Wage Progression?

USF Holland just agreed with the IBT to hire on former Red Star Teamsters at 85 percent of full pay rate. If Holland can afford 85 percent to get these Teamsters back, why not pay the full rate? Also, there are news reports of a driver shortage because of improvements in the economy. Between these two developments, it seems like a great opportunity for bringing all our members up to scale. Why not press Yellow-Roadway, ABF and other trucking companies to hire and pay experienced Teamster drivers what they're really worth — full wages and benefits? Given the circumstances, the IBT could call on all the companies for another "letter of understanding" that eliminates the NMFA wage progression. That's one letter our members would truly understand.

— Al Adams, Local 407, Yellow Freight, Cleveland

New Hours of Service Regs May Mean More LTL Jobs

Hours of service regulations are spiking transportation costs and leading to changes in the industry. A recent survey found costs are rising by an average of 13.5 percent. Increased prices are causing shippers to rethink their transportation strategies. One third of the firms reported they've switched from full truckload carriers to LTL companies. This means more work for union carriers and presumably more Teamster jobs.

Premium Service Coming Soon to a Terminal Near You

Yellow announced they have reached an agreement with the IBT on how the company will roll out next day service. So far the union has not revealed the agreement. Yellow expects to operate several overnight corridors through 500-mile interlocking regions in the Northeast. During a recent interview Yellow CEO Bill Zollars remarked, "... the changes in the union contract that we negotiated in the last go-round gave us the opportunity to use one person to do unloading, loading and driving, which really is the last obstacle towards moving into next-day service." Zollars stated, "We expect to offer the service upon a successful conclusion of a change of operations hearing with the IBT, with implementation around the end of the year." Zollars added, "This new service is expected to produce nearly 100 new Teamster jobs the day it is implemented." It sounds like Zollars expects the change of operations meeting to rubber stamp whatever Yellow proposes. The number of jobs, work rules, and other such issues are what the union needs to address, especially as this may set a precedent for other such moves. Premium service is supposed to create *new* Teamster work — not a reshuffling of seniority boards or converting existing jobs to less favorable work rules.

CF Nets $9.9 Million on Sale of Seattle Terminal

Bankrupt Consolidated Freightways sold its former Seattle trucking terminal for $9.9 million. Let's hope a good deal of that money ends up in the pockets of CF's former Teamsters. The last news out of the IBT was posted in early March. The web site did report a June 7, 2004 court date for the union's suit seeking $240 million in back wages and benefits. But nothing has been posted since.

Another Challenge to Mexican Trucks

The California legislature is considering a law that would require Mexican trucks entering the U.S. to meet the same emission standards that were in effect the year they were manufactured. Prior to 1993 Mexico had no emission standards for their trucks. Teamster officials are supporting the bill.

Hoffa Administration Retreats

Time to Push Forward in Freight Organizing

Our union's biggest and most important organizing drive is in a holding pattern. It's time to move forward aggressively — before the opportunity is lost.

For the past year the IBT has had 33 organizers working and spent millions of dollars to organize the USF Corporation,

So far the Hoffa administration has not formulated any organizing strategy or analysis of what has gone wrong and right.

in a comprehensive campaign to bring nearly 10,000 new workers into the National Master Freight Agreement (NMFA).

The USF drive suffered a major setback when management shut down its Red Star unit in the Northeast and threw 1,500 Teamsters out of work to try to intimidate USF Dugan workers from joining the Teamsters.

That kind of corporate attack requires a decisive union response. Whether the Red Star shutdown is remembered as just a temporary setback to the USF organizing drive, or as the fatal blow that ended it, will depend on whether the Hoffa administration can rise to the challenge before us.

So far the Hoffa administration has not formulated any organizing strategy or analysis of what has gone wrong and right. No review of why the disastrous Red Star strike happened.

Instead the Freight Division has told the organizing department to back off, curtailing the corporate campaign that was in place. The main activity of the Hoffa administration has been to make an assistant organizing director, Mike Murphy, a scapegoat for the whole fiasco, in a desperate attempt at coverup.

Then the Freight Division negotiated a deal with Holland to boost the new-hire rate for the former Red Star employees who become new hires at Holland, in exchange for giving up the right to strike in organizing situations. One of our most powerful tools was given away in that deal.

We call on the Hoffa administration to change course. Go back to the strategy at USF that was starting to work, before the disastrous strike and shutdown at USF Red Star. There was an aggressive campaign against this corporation in place.

One promising tactic was to target major customers. The union had convinced Harley Davidson, a major USF Dugan account, to pull its business. Other big customers were being talked to.

The IBT had also successfully brought persuasive pressure to bear on USF board members. This creative approach to organizing resulted in the CEO of USF receiving a proposed neutrality agreement from his own priest! The proposed agreement included stiff financial penalties for acts of company (or union) intimidation. We should be using similar tactics now to hold USF directors accountable for their union busting at Red Star.

The Teamsters were also using member-to-member organizing. We were organizing at many Dugan terminals as well as at the unorganized shops and offices at USF Holland, the largest, most profitable USF unit.

We need to make the company feel the heat if we want to win card check and a real neutrality agreement that allows employees to freely become Teamsters. Management has to fear the credible threat of operational disruptions, even small ones.

We can't let the NMFA continue to shrink. That won't build Teamster power today or leave a legacy for tomorrow.

Aggressively continuing the USF organizing drive and adding thousands of new members at USF Dugan, Bestway, and Reddaway would be a tremendous step forward. We've started it. Let's finish it.

Holland Expands Eastward

USF Holland announced in late June that they will open eight new terminals in the East, all areas previously served by USF Red Star. Up to one-third of former Red Star Teamsters could be offered work if this expansion works out. The corporation expects these terminals to be open by Labor Day.

The Holland expansion comes as good news but no surprise, since USF needs to start to rebuild its presence in the Northeast. The eight locations are Harrisburg, Allentown, Wilkes Barre and Philadelphia, Pa.; Syracuse and Albany, N.Y.; Richmond, Va., and Baltimore. This expansion does not touch the heart of the former Red Star territory, in N.Y.-N.J. and the New England states.

Red Star Teamsters are entitled to preferential hiring under the NMFA, but the International has bargained with USF to start former Red Star workers at 85 percent of union scale, rather than the 75 percent start rate contained in the contract, and they will be offered work in seniority order.

But the deal also gives away the right to strike in any organizing drive among Holland office workers.

The bungled strike at Red Star was a disastrous mistake, but so is giving away our right to strike, on a terminal-by-terminal basis or otherwise, in our campaign to organize USF. Playing patty-cake with the corporation will not organize its workers or build the Teamsters Union. Only a concerted campaign will do that.

Note: The text of the IBT-Holland agreement is available at www.tdu.org or by calling TDU at 313-842-2600.

Roadway Violation of Seniority Upheld at Panel

Has Seniority Lost Its Meaning in the West?

Jeff Kolnicki
Local 104, Roadway
Phoenix

Does "seniority" mean anything anymore in our union?

About two years ago, I took a voluntary re-domicile from New England to Arizona. I'm a third-generation Teamster, so I thought I knew what's what with our union. This June I found out different.

I attended my joint area committee meeting in Las Vegas over a grievance I had filed a couple of months ago. Roadway called in several junior non-driver-qualified employees for dock work ahead of senior driver-qualified employees on the unassigned list (ten-percenters).

I felt compelled to defend seniority, but lost the grievance based on a 1999 Salt Lake City decision. That ruling found management could hold a senior driver-qualified employee for a later shift while calling in all junior non-driver-qualified employees, as well as casuals, to work the dock, effectively subdividing our single seniority board into two different seniority rosters according to an employee's abilities rather than seniority.

Company Claimed Lack of Drivers

At the panel Roadway took the stance that their work assignments were a condition of doing business. The company claimed they were unable to hire enough driver-qualified employees in the Phoenix area; there are over 1.4 million people who live within the city limits, and the company couldn't find any drivers to hire. With that volume of people you would think they could find some qualified drivers.

The last 20 or so new hires at the Roadway terminal have been dock-only. Rather than adjust hiring procedures, Roadway found it easier to violate the seniority of their existing employees. Someone on the union side must have agreed with the company's position for me to lose the grievance.

I'm sitting here feeling sick because my seniority isn't worth a damn. I find it hard to believe my union could allow this to happen. I started as a Teamster under the New England Supplemental Freight Agreement, and it would be a cold day in hell when a junior employee worked ahead of a senior employee in Springfield, Mass. What's up with the Western Conference?

Contract Language Needed

My question is this, what now? My Local 104 business agent said the only way to override the Salt Lake City decision is to try to get seniority language in the next contract. Well, isn't seniority language in our contract now?

Following the 1999 decision to abandon seniority, why didn't our union reps from the Western Conference make a point of bargaining better language in negotiations in 2003? Why am I, and my fellow Teamsters, put in the position of losing on an issue of seniority?

I've been a die-hard, dues-paying Teamster for over 15 years and I'm getting the shaft. Is this only happening in Phoenix and the Western Conference or are other brothers and sisters facing the same or similar panel decisions regarding our seniority? Let TDU know because we need to get together and fight for our hard-won union rights.

Is this only happening in Phoenix and the Western Conference or are other brothers and sisters facing the same or similar panel decisions regarding our seniority?

Allied Yard Teamsters Fight for Union Jobs

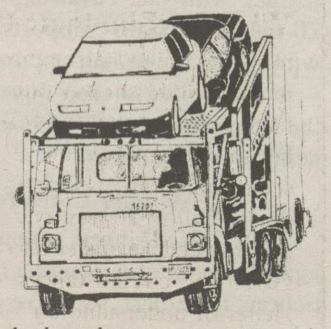
Teamster carhaul yard workers at GM plants are fighting to retain their jobs and the protection of our national contract. The initial round went to the workers, as a new carhaul player, Vascor, was awarded the work but then gave it up before operations even began.

Allied's TSI subsidiary has the work at seven of the plants, with some 200 Teamsters. The changeover date has passed at the Detroit-Hamtramck and Flint, Mich., plants, and Allied is keeping the work on a week-to-week basis.

GM has put the work up for bid again, with Allied reportedly bidding on it along with other companies. The 50 yard workers at the Moraine, Ohio, plant were recently told that they could lose their jobs by the end of August.

It appears that timely publicity of the situation, and a demand by Detroit Local 299 members and officers that the new contractor recognize the national contract sent Vascor packing. But the Teamster jobs are not secure yet.

International Must Act Now



The International needs to be sure there is no whipsawing of local unions to sign a substandard deal, and to mount a strategic corporate campaign to protect our jobs and union clout.

It is important that all carhaulers and locals keep the pressure on. Demand that any contractor retain all yard Teamsters and our Teamster contract with full benefits. We've lost enough jobs and given away enough. Stay united.

The Grocery Bag

New Leadership Wins Strong Agreement at Oregon Winco

Salem, Ore., Local 324 has won an agreement with Winco that brings the 500 grocery warehouse workers there up to the standards of warehouse workers in Portland. Winco has traditionally paid lower wages and benefits than other grocery warehouse operations, undercutting Teamster standards throughout the state. Gains include:

- raise in hourly wages
- introduction of a percentage-based pay differential for night-shift work
- elimination of health care copays
- increased pension contributions
- time and a half holiday, plus hours worked

It is a long agreement, eight years, but members thought it was a worthwhile trade-off to bring the economic terms up to industry standards. The union negotiated language allowing an economic opener in six years if the union requests. Only the union, not the employer, will have the right to an economic reopener.

The Winco agreement shows what reform leadership and an involved membership can accomplish. Principal officer Cliff Baker, who won office last fall, worked to involve the membership early, canvassing members and conducting a contract survey that helped form bargaining demands. The union was then able to show management that members were united around these demands.

Fleming Bankruptcy Settlement

A settlement has been reached in the Fleming bankruptcy case. Laid-off Teamsters had claims for WARN Act violations, severance pay, and unpaid vacation and sick leave. The total settlement comes to about $3.4 million in cash plus $5.9 million worth of stock in Core-Mark, the convenience store distributor that is being spun-off from Fleming's remaining assets. The WARN Act claims at six former Fleming warehouses were settled for $2.2 million in cash. The IBT settled claims over violations of severance agreements at four Teamster represented warehouses for $105,000 in cash and $2.63 million in stock.

Other wholesalers have picked up Fleming's old business. About $4 billion of Fleming's volume went to three wholesalers: C&S, Supervalu and Associated Wholesale Grocers.

Carhaul's Big Lie About TDU

Doc Conder Feeling the Heat

It's tough to find good news in the Carhaul Division these days. Members' pensions are being cut by Central States union trustees who seem more interested in helping employers than Teamsters. Allied and Active are shuffling Teamster jobs off to nonunion operations. Michigan carhaul office Teamsters are having to sue their own union to get a fair contract vote. IBT organizing is getting nowhere.

So what does the carhaul director do to turn the tide? Accuse TDU of supporting the International Association of Machinists (IAM) against the Teamsters, of course. Lies like this are pathetic, a sign of cluelessness by an official who should be building that famous Hoffa Teamster Power in carhaul. Doc Conder admitted at a sworn deposition in late June that "We lost a monster number of jobs in the driveaway industry in the last three years." He didn't try to blame TDU for the loss, or for his failure to organize; maybe because the PR department wasn't there to help.

TDU has not supported the IAM. *Convoy Dispatch* and www.tdu.org have both published reports about the job loss at Active. The reports specifically cite how the ATT-IAM contract undercuts our Teamster contract with lower cost benefits.

So where does Conder get off whining about TDU?

It all may be about one honest, straightforward update that the Central States Pension Improvement Committee (CSPIC) released a couple of months ago. In the update (#20) CSPIC reported that at some UPS locations, mechanics in the IAM get much better pensions than mechanics in the Teamsters, with the same employer contributions. This is a fact, and CSPIC will continue to give members the facts on their pensions.

Merger Mania: Will it Make a Stronger Teamsters Union?

The International Union is spending $13 million a year on organizing, with 10 percent of the International's dues income earmarked for it. But so far, we don't have much to show for it. The biggest campaign, USF, is now stalled or dying on the vine. Large units at Northwest Airlines and Southwest Airlines have left the IBT under Hoffa for other unions. We are losing about 30,000 members a year since James Hoffa took office.

What's the plan for rebuilding Teamster strength in freight, carhaul, construction, warehousing and food processing? It appears there may not be one.

Recently all the talk coming from International officials about organizing is that they will get small unions to merge into the Teamsters, to make up for the failure to organize. We won't organize trucking, but will affiliate the printing trades union, the GCIU. We won't organize in warehousing, but will affiliate the Brotherhood of Maintenance of Way Employees (BMWE). They will be autonomous conferences under the Teamster umbrella, sort of a mini AFL-CIO.

This will allow Hoffa to say we have increased membership, or at least make up for some of the losses. But will it give us more bargaining power with UPS or with ConAgra? With carhaul employers or construction associations? Will it strengthen the Central States Pension Fund, which none of the affiliating unions will be part of? No. Our union will be wider but thinner. Weaker, but with more dues coming into the Marble Palace.

Some of these mergers may make very good sense for the labor movement as a whole. But when it comes to Teamster power, there is no substitute for organizing our core industries. That's what the dues hike was supposed to do: build Teamster power. We need a plan and a leadership that will make it happen.

Members Will Vote

GCIU Board OK's Merger

The General Board of the Graphic Communications International Union (GCIU) has narrowly voted to pursue a merger with the Teamsters. Half of the 20-member board supports the merger with the IBT, one half opposes it. When a vote was called at their June 30 meeting, the tie was broken by the union's president George Tedeschi.

Member Concerns

Many GCIU local union leaders are against the merger, pointing out that negotiations have been secretive and have not taken into account the concerns of the membership — such as the fear of being forced to join large locals that are unfamiliar with the graphic communications industry. The principal officers of 40 locals recently sent a protest letter to the General Board, urging them to slow down so that the problems could be resolved. However, the board's vote means that 70,000 GCIU members will be sent ballots and asked to approve the merger in August. GCIU leaders say it could go either way.

TDU has obtained a copy of the 32-page merger document that would give the GCIU their own autonomous conference within the IBT. Some provisions of the agreement may run afoul of the Consent Order which our union has to live by as long as we are under government supervision.

For example, the document states that if all of Hoffa's five current International vice presidents-at-large decide to go for reelection, then the convention delegates would have to approve the creation of a sixth at-large VP position, which the GCIU president would run for. If the delegates refuse or if the GCIU president loses the election, then the merger would be null and void in 2006.

As further details emerge TDU will keep Teamsters updated. You can obtain a copy of the merger document by calling (313) 842-2600. Free to TDU members, others send donation.

TDU Welcomes All New Teamsters

TDU is a grassroots movement working for the reform of the Teamsters Union all over North America. We know that whether you work on the rails, on the highways, in warehouses or factories, only a fully-informed, active membership can take on the employers. TDU provides rank and file members with the tools and information they need to stand up for their rights, even if certain union officials let them down.

To learn more about TDU or to become a member, call (313) 842-2600, visit the TDU web site at www.tdu.org, or fill out the membership form on page 1.

Teamsters Make Push on Canadian Rail Workers

The Canada Industrial Relations Board (CIRB) has certified Teamsters Canada as the bargaining agent for employees who lay and maintain track on the Canadian Pacific Railway. The majority of workers had signed Teamster cards at the request of the leadership of their previous union, the Brotherhood of Maintenance of Way (BMWE). However, they had signed the cards only after being promised by both the IBT and the BMWE that the cards would be used to guarantee them the right to vote on a pending merger between the two unions.

Instead, the Teamsters took the cards to CIRB and asked to be named the new union for the employees. The Steelworkers, who some Canadian BMWE members would prefer to merge with, are challenging the ruling and calling for a vote. The Teamsters have filed a request to be certified for workers on the Canadian National Railway as well, but CIRB hasn't ruled on that yet.

Since taking over, Teamsters Canada President Robert Bouvier and his assistant François Laporte have tossed out many of the democratically elected leaders and replaced them with appointees. In at least three cases, Laporte has replaced officers with the people they had defeated in recent elections.

The current situation for the BMWE in Canada is that workers on the Canadian Pacific are Teamsters, but a vote may still occur which could dislodge them. Workers on the Canadian National are still BMWE members, but CIRB could either certify the Teamsters or call for a vote between the IBT and the Steelworkers. Employees of the short lines are members of the BMWE and have not signed cards for any other union. The worst case scenario is that each of these three groups of workers will end up represented by different unions. As time drags on with the issue of representation unresolved, the carriers could be the biggest winners.

Teamster Canada Rail Conference

Union Loses Costly Lawsuit by Conductors

The Teamsters Canada Rail Conference (TCRC) and VIA Rail may have to pay out as much as $230,000 (Canadian) to each of 230 former members as a result of a decision handed down by the Canadian Federal Court of Appeal at the end of May. The ruling says that the Brotherhood of Locomotive Engineers (BLE), as they were called before becoming TCRC earlier this year, is guilty of "breach of duty" to conductors.

1997 Merger

The problem dates back to 1997, when the BLE won a vote to combine the crafts of conductors and engineers. The conductors previously belonged to the United Transportation Union (UTU). The vote was very close and the conductors say they only voted for the BLE because the union and Via told them they would have their own separate committees, training to become engineers, and the right to work as conductors on Canadian National Railways if they were unable to work as engineers at VIA. The suit alleges that these promises were not kept and instead the next contract was bargained with little conductor input. In fact, it eliminated the conductors' position and almost no training was provided for them to qualify for the few open engineer positions. Most simply lost their jobs.

The BLE and the company said that the election promises should not have been taken as a guarantee by the conductors, but the Court of Appeal disagreed. VIA and the union now have one last chance to receive a favorable ruling — they can appeal to the Supreme Court of Canada. If that fails, then millions of dollars will have to be paid to the members who lost their jobs. No decision has yet been reached as to what dollar amount the company would pay, and how much the Teamsters Union would pay.

This situation will undoubtedly provide ammunition for the UTU's persistent attacks on the engineers union. Prior to the BLE merging with the Teamsters, the UTU initiated several raids against them in an effort to capture their membership. The UTU has also undercut engineer job security and public safety by agreeing to remote control technology which replaces engineers on trains (UTU cut a deal allowing conductors to carry the belt packs that control the devices).

As the former BLE expands its ranks to includes more rail workers, it needs to keep its promises to ***all*** of its members and strive to build greater unity among the crafts it represents.

Could Help Central States Lawsuit

Supreme Court Backs Retirees

The Supreme Court ruled on June 7 that a pension fund can't expand the list of jobs retirees are forbidden to do after a fund participant has already earned his benefit. This ruling could help the lawsuit that Teamster members and retirees have against the Central States Pension Fund.

Trustees Oppose Retiree Interests

The trustees, including the union trustees, of the Central States Fund submitted a brief against the interests of Teamster retirees. So did the Bush Administration. Among our allies in this case, only the AARP would count as a heavy hitter.

In a unanimous ruling, the court said that federal law protects against such a cutback in benefits after retirement.

The case, *Heinz v. Central Laborers' Pension Fund*, was brought by two Illinois construction workers in the Laborers' union. After they retired, their pension fund expanded its reemployment rules to prohibit the jobs that they were doing. When they refused to quit, their pension benefits were suspended.

The Supreme Court said the application of these new rules to participants who had already accrued benefits violated the anti-cutback provisions of ERISA, the federal law governing pensions.

"We simply do not see how, in any practical sense, this change of terms could not be viewed as shrinking the value of Heinz's pension rights and reducing his promised benefits," Justice David Souter wrote for the Court.

Four of the nine justices filed a short concurring opinion saying they thought the imposition of additional reemployment restrictions once a retiree was collecting benefits could be legal, but only if the Labor or Treasury Department issued new regulations to allow it. Hopefully, the Bush administration will not take them up on that.

Ruling Strengthens CSPIC Case

The Heinz ruling is good news for the plaintiffs in *Herman v. Central States Pension Fund,* the lawsuit that Teamster members and retirees brought against Central States challenging the new reemployment rules that were introduced in the spring of 2002.

That case is on appeal before the Seventh Circuit Court of Appeals after a district court judge ruled against the plaintiffs. *Heinz* was a Seventh Circuit decision that the attorneys for the Teamster members and retirees in *Herman* relied on. If *Heinz* had been overturned, it would have effectively killed our chance to win the appeal.

Central States Denies Making Change

Central States is claiming that they never even changed the reemployment rules. It was all in our imagination! That is the key issue in the case.

The *Heinz* victory is a step in the right direction. Hopefully, now the Court of Appeals will bring some justice to Teamster retirees. TDU and the Central States Pension Improvement Committee will continue to fight for justice for Teamsters and retirees, including through support of this case.

The complete Supreme Court opinion can be found at http://www.supremecourtus.gov/opinions/03pdf/02-891.pdf.

CORRECTION

In an article last month titled "Union Pension Trustees Side with Employers" we stated incorrectly that Stu Mundy, principal officer of Local 251 in Providence, R.I., was a New England Pension Fund trustee at the time trustees adopted a 90 percent funding standard. He was appointed trustee at a later time. We regret the error.

Minnesota Ready-Mix

Members Organize Early, Win Unified Contract

Bob McNattin
Cemstone Steward, Local 120
St. Paul, Minn.

A number of ready-mix Teamsters in the Twin Cities were tired of being in isolated bargaining units and thought we deserved more in wages and working conditions. We knew we had to do something serious to make changes in the 2004 contract.

We organized early and developed plans and it made a big difference. Our tentative agreement provides for major improvements — parity in labor costs and working conditions, and common expiration dates on contracts.

Our bargaining committee, made up of local officials, four stewards and four elected members, laid the groundwork for an eventual area-wide master contract covering a seven-county metro area.

Key rank and file members covered under separate ready-mix contracts began meeting in early 2003. By May, over 50 Teamsters, from each of the ready-mix companies and all three area locals, met at an American Legion Hall to hear Richard DeVries, a Chicago Teamster activist, map out a strategy for achieving an area-wide agreement.

Survey Sparked Interest

The independent group decided to circulate a survey explaining the concept of coordinated bargaining and the goal of a common standard contract. This project stimulated lively conversation among drivers and helped educate members on what would be necessary to win improvements. Over the winter layoff, members met, sometimes twice a week, to review 17 separate contracts affecting ready-mix and block drivers.

Local Officials Get On Board

When Local 120 held a proposal meeting every issue mentioned on the surveys was brought up. Notably, the meeting was orderly and businesslike and not the contentious shouting match it had been in previous years. Local officials recognized they had to get on board.

During negotiations, our union committee demonstrated a strong unity of purpose. Everyone knew each other from the past year's work. We were also very familiar with the existing contracts and had worked out ideas about how to combine them into one strong document. A further bargaining advantage developed when Minneapolis Local 221 members voted to merge with St. Paul Local 120 prior to negotiations.

As of July 1, Cemstone ready-mix Teamsters in Minneapolis and St. Paul have voted to accept the new master contract.

Drivers at Aggregate Industries have authorized a strike and sent folks back to the table to bring their contract in line with Cemstone. Aggregate Teamsters are holding out for complete parity regarding vacation, holiday pay, sick days and floating holidays.

Apple Valley Ready-Mix (AVR) is still negotiating, but with Aggregate moving to close the gap with Cemstone, AVR cannot be far behind.

Wyatt Brothers (a division of Cemstone) will come into the Cemstone agreement in two years when their contract expires. Cemstone has agreed to include them in the new 401-K with no company match for the duration of their current contract when it is expected they will sign-on for the last three years of the new agreement (including all new language and benefits).

In Local 160's jurisdiction, ready-mix plants will come into the agreement effective Jan., 1, 2005 with a "me-too" contract. Their expiration date will be modified to conform to the master agreement.

When all the dust settles all three major ready-mix contracts should have identical language, equivalent labor costs, and common expiration dates.

Now the goal has to be to organize the nonunion ready-mix companies in Minnesota and across the border in Wisconsin. The metro-area agreement should go a long way toward bringing new drivers in to the Teamsters. Rank and file members need to continue to play a key role for this to succeed.

Central States Pensions Fund

New Retiree Jobs Allowed

One of the complaints members have had for years against the Central States Pension Fund is that they can't get a straight answer as far as what jobs they can do after they retire. Members are simply told to write the fund for permission before they take a job.

But member pressure is starting to have some results. As reported in the last *Convoy Dispatch*, Central States recently loosened up reemployment restrictions. Below is a list of some of the jobs Central States now says members can do.

It remains to be seen how Central States will enforce these rules. For example, members have been told they cannot work as clerks at a Home Depot because it is a "warehouse" and not a retail store. TDU is gathering information on what jobs Central States allows or restricts under the new rules. Contact us at 313-842-2600 and let us know whether Central States approved or denied the job you wanted.

No restriction, regardless of age:

- Government employment
- Driver training
- Sales (non-driver)
- Restaurant
- Residential landscaping
- Residential construction
- Newspaper delivery
- Agricultural employment
- work for a non-profit charity

Can be done for 80 hours a month if you are age 57-59, for unlimited hours if over 60:

- shuttle bus, motor coach, or limo driver
- local delivery of retail products via car or light truck (for example, auto parts, prescriptions)
- manufacturing work
- office work
- retail clerk (not in a warehouse)
- work for an airline

*Work under a Teamster contract or for an employer that contributes or used to contribute to Central States is prohibited, no matter the position.

Solidarity Forever!

Washington Teamsters Unite with Consumers to Fight Union Busters

The largest meatpacker in the world has launched a union-busting campaign against Walla Walla, Wash., Local 556. But members are answering with a campaign of their own.

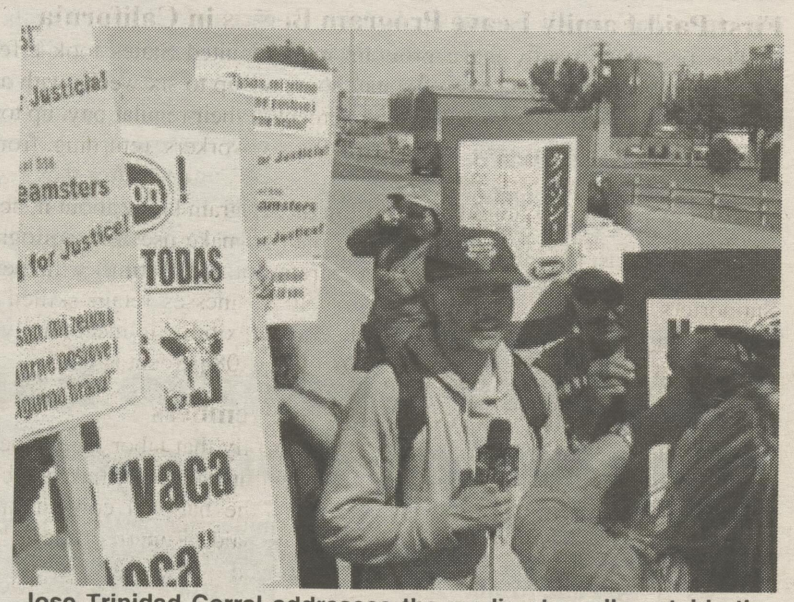
Members rallied in front of the Tyson beef plant in Pasco, Wash., on June 29 to launch the Campaign for Safe Beef and Safe Plants. Their goal is to unite with consumers here and abroad to demand corporate accountability from Tyson Foods.

The discovery of the first U.S. case of mad cow disease six months ago — just one hour from where Local 556 members slaughter and process more than 3,000 heads of cattle a day — has resulted in growing consumer concern over beef safety, especially overseas.

Japan and Korea — two of Tyson's most important export markets — closed their doors to U.S. beef because the USDA, under pressure from corporations like Tyson, refuses to meet their standards for testing for mad cow disease.

The result for Teamster meatpackers is lost wages and an uncertain future. Local 556 members are working fewer hours since their plant stopped exporting to Japan.

"Tyson is hurting consumers who deserve to know that the food on their tables is safe," said Local 556 President Melquiadez Pereyra. "And Tyson is hurting workers who need safe plants and job security."



Jose Trinidad Corral addresses the media at a rally outside the Tyson plant where Local 556 launched the Safe Beef, Safe Plants campaign.

Members, Consumers Unite

Members are uniting with consumer groups to fight for safe beef and safe and secure jobs. The campaign is catching the attention of the USDA, the media and of Tyson management.

When USDA negotiators met with their Japanese counterparts in Fort Collins, Colo., Local 556 was there with picket signs in English and Japanese. Local 556 President Melquiadez Pereyra was mobbed by the media as he issued a statement calling on Tyson to test for mad cow and restore consumer confidence in Japan..

Sixteen consumer groups, including the Consumer Federation of America, Public Citizen and Safe Table Our Priorities (STOP) joined Local 556 in a public statement, saying Tyson's refusal to listen to consumers was "bad public health policy and bad economics." The groups called on Tyson "to work with the USDA, consumers and meatpacking workers to maximize food safety."

The best-selling author of *Fast Food Nation* denounced Tyson's union-busting efforts in *The Nation* magazine and called Local 556 Secretary-Treasurer and TDU co-chair Maria Martinez "one of the nation's finest labor leaders."

Japanese unions, consumer groups, and health and safety organizations are sending letters to Tyson management and have formed a coalition to support the Safe Beef, Safe Plants campaign.

Local 556 is sending a delegation to Tokyo to hold joint actions with consumers when the U.S. and Japanese governments resume negotiations in Tokyo in July.

Local 556 members also plan extensive outreach to U.S. consumers in the Northwest and to consumers in Korea — another market that is closed to U.S. imports because Tyson Foods and other big meatpackers have failed to address consumers' concerns.

"Tyson's motto is 'What your family deserves,' " Martinez said. "We are going to keep up the pressure until Tyson delivers the consumer protections, safe jobs and just contracts that working families deserve."

Fighting Union Busting

The local's second largest employer has joined Tyson's campaign to try to break Local 556. Smith Frozen Foods is owned by the family of Oregon Senator Gordon Smith.

On the Senate floor, Smith gives eloquent speeches about our nation's health-care crisis. But at his own company, Smith is hiking the health care costs of Teamsters who make as little as $8 an hour while offering annual wage increases of a nickel an hour.

When Local 556 members came to the contract bargaining table with Tyson and Smith, management stalled until the contracts expired. Then both companies cancelled dues checkoff — a union-busting move that eliminated dues deduction from 75 percent of the local's members.

But fighting union-busting is nothing new for Local 556 members. In April, they defeated a Tyson-backed drive to decertify the union. Today, Local 556 Teamsters are collecting dues member-to-member, mobilizing on the job and joining hands with community allies.

Union members and community supporters across the country are raising thousands of dollars to support the fight for safe food and safe work and to hold Tyson and Smith Frozen Foods accountable.

Local 556 also has pending requests in to the IBT to help defer the cost of the decertification drive and to help the local mount the strongest campaign possible against union busters Tyson and Smith.

Chicago Local 743

Officials try to Block Activist from Running

When you can't win, and you have been caught stealing a previous election, the only thing you can do is to stop having elections. This seems to be the strategy of Local 743 boss Bob Walston. Walston, who ran for Local 743 president on the Hoffa Unity Slate (HUS) has been discredited amongst the workers in this 14,000-member Chicago union.

Gwen Duncan, who has worked at the University of Chicago Hospitals (UCH) for seven years, compared Walston's credibility to President Bush's: "I think the last election was like the presidential election," Duncan said. "They stole it, just like Bush did."

Besides getting caught stealing elections, Walston and his HUS have collaborated with management to negotiate some of the worst contracts in Local 743 history.

"Local 743 officials take our dues money, but they do not fight for us," said Jacqueline Watson, a University of Chicagon employee. "They are always looking to make deals with management."

Workers who were sick and tired of the sellout by Walston and his HUS founded the 743 New Leadership Slate, and ran Richard Berg for president in the 2001 election. Now the HUS wants to bar Berg from running in this fall's election. Local 743 reformers are fighting back and winning. Despite the old guard's desperate tricks, Berg and the New Leadership Slate will be running a full slate of rank-and-file leaders this fall. And they are running to win.

Bogus Charges

To try to disqualify him from the election, Berg was brought up on bogus internal union charges Walston and the HUS then appointed three of their own slate members to a panel to hear the charges in kangaroo court fashion.

The HUS panel ruled that Berg immediately be removed as a union steward and pay a fine of $100. The workers that Berg represents at UCH were angry. "What gives these guys the right to decide who our union steward should be?" asked Ella Maeweather, a long-time UCH employee in the environmental services department.

Goal Was to Deny Eligibility

More was at stake than Berg's steward position. The old guard's real goal was to use the fine to make Berg ineligible to run for office through a technicality in the Teamster Constitution.

But the HUS's trick failed. Berg and the New Leadership Slate won a "stay of effectiveness" from the International that reinstates Berg. The illegal charges are on hold. The election will proceed with a full reform slate headed by Berg.

Berg Challenged Hoffa Dues Increase

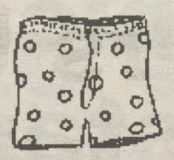
Berg has been a fighter for Teamster reform for more than 16 years. He was the only elected delegate to the 2002 special Teamster convention from Chicago to speak out from the floor against the Hoffa dues increase.

"They don't like us because we speak for the workers," said Berg. "We are going to fight this to the finish. We will use every legal means to see to it that the workers are allowed to vote for the steward and officers of their choice."

"They know Richard Berg will win by a large margin in a fair election," said Berg's running mate Tony Caldera. "That's why they are afraid to run against him, simple as that."

From Local 743 "New Leadership News."

Labor Shorts



First Paid Family Leave Program Begins in California

The first paid family leave program in the United States took effect last week in California. Workers who choose to stay home for up to six weeks with a newborn child, or care for a sick parent, can receive 55 percent of their regular pay, up to $728 per week. Employers do not have to guarantee jobs to workers returning from these leaves, however.

Too few people who could benefit from the program know about it, according to labor and business sources. But those who do plan to make use of the program are glad for support as they care for infirm elder parents or spend time with newborn children. Supporters of the plan say that it will help businesses retain skilled workers. These workers might otherwise have to quit to get the flexibility to meet family responsibilities. The benefit is financed by a payroll deduction of .08 percent.

Unions Need Officers As Diverse as Members

AFL-CIO president John Sweeney said recently that labor unions need to have more leaders who reflect the racial and ethnic backgrounds of potential members, if unions are to organize successfully. Sweeney addressed the national convention of the Service Employees International Union on June 22. He said of union officers, "the gap between what unorganized workers see and what they need to see in us is still too wide, and until we close it we are not going anywhere."

The current IBT General Executive Board has 24 voting members, including one African-American, one woman and no Latinos.

IBT VP Hit with Bad Press, Opposition in Local Election

IBT Vice President Carroll Haynes, the head of the largest Teamster local, is facing rough times. Most of his local's 23,000 public employees are working without a contract and his executive board is politically divided.

Recording Secretary Eunice Rodriquez is leading a slate against him in this fall's local election along with Secretary-Treasurer Nick Mancuso. They are suing Haynes in federal court for trying to suppress their right to campaign and express their opinions on union matters.

Poor Haynes didn't catch a break when he was featured in a two-page *New York Daily News* expose with a screaming headline, "This 300G union big shot taps four payrolls while some of his workers earn under $24,000."

The article included a photo of Haynes' $725,000 home in the suburbs and compared it to the homeless shelter where Local 237 member Felicia Cannon was forced to live when her apartment was sold out from under her.

Haynes bags $303,000 a year compared to Local 237 members who make as little as $23,869.

Haynes gets the maximum Teamster pay allowed under the Constitution from three union salaries — IBT VP, director of public employees, and Local 237 president. He also takes home $66,000 from his city job as a Housing Authority manager even though he is on full-time paid-release time to do union affairs.

Golf and Unity

The Las Vegas Teamster Unity Conference and "Drive for Education" Golf Tournament was more golf, less conference. Main conference sessions were held on May 16-17, followed by three days of golf tournament at three premiere Vegas courses, dinners and entertainment.

At the conference there was almost no mention of the collapse of RISE, Hoffa's $15 million anti-corruption program. Secretary-Treasurer Tom Keegel did take time to rant about it in a speech.

TDU has no word on who won the raffle for the 2004 Hummer.

Former Hoffa Assistant Flip Flops

Jerry Hood, former Special Assistant to Teamster President James Hoffa, has a new job — in the Bush reelection campaign. Hood is also the former head of Alaska Local 959, where he lost his bid for reelection.

In a recently issued statement, Hood said that union members see John Kerry as a limousine liberal who "at the end of the day does not side with working families."

The Teamsters Union has endorsed Kerry.

Sex Discrimination Suit Against Wal-Mart to Go Forward

A federal judge last month approved class-action status for a sex-discrimination lawsuit against Wal-Mart Stores Inc. that has become the largest private civil rights case in U.S. history.

It could represent as many as 1.6 million current and former female employees of the retailing giant. The suit alleges Wal-Mart created a system that frequently pays its female workers less than their male counterparts for comparable jobs and bypasses women for promotions.

Corrupt Local 743 President Refuses to Enforce Contract

Despite contractual guarantees of a full-time job, Chicago Local 743 member Tony Caldera did not work last Friday and was not paid. Just like the Friday before. This is because the company recently stopped work for many people on Fridays at Frederick Cooper Lamp Factory, cutting their paychecks by 20 percent and violating their union contract. Caldera, a longtime Local 743 member and active steward, and other members at the plant want absentee local President Bob Walston to simply enforce the contract, which clearly states a 40-hour workweek:

2.1 The regular workweek shall consist of forty (40) hours, to be worked in five (5) consecutive days, Monday through Friday of eight (8) hours each.

"Walston continues to sell out the members of 743 and we are the most recent of many examples," Caldera said. As seen above, the contract clearly calls for the 40-hour work week and to date the administration has not enforced the contract.

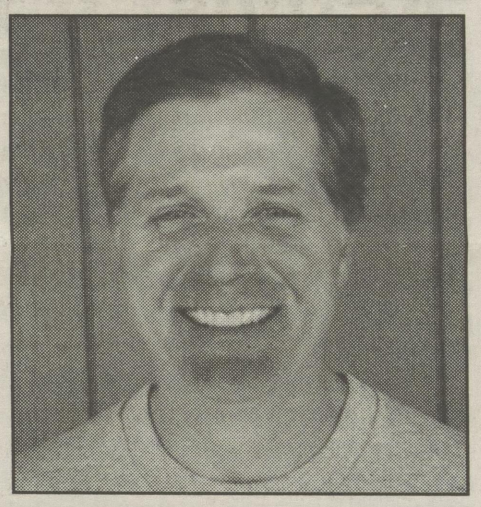
Over 40 members of Frederick Cooper went to the union hall to demand justice from an unresponsive Walston, who outraged many longtime members.

"You've collected my dues for over 15 years and you don't know who I am?" an angry Manuel Rico said.

Despite the obstacles of both the company and an unresponsive union official, Caldera and other members of Local 743 continue to fight for what is rightfully theirs. "We demand the union enforce the contract, give us full time jobs we deserve and pay back pay. We will struggle 'till the end in this fight."

"Over my years as a Teamster, I've learned that reliable information and a focused action plan are essential components for taking on UPS and making changes in our union. TDU has been key to helping me, and so many other members, learn how to fight for what's right. I plan on beingat the TDU Convention in Cleveland in October because I know there's always more to learn. If you want an "advanced degree" in what it takes to be an active Teamster, you should be there too!"

Brent Lindberg
L 638 UPS
Minnesota



Federal Prosecutors Indict Scott Doyle of Local 456

Federal prosecutors on June 23 indicted Scott Doyle of New York Local 456 on corruption charges. Doyle's family has been involved in the local since before WWII; Doyle's grandfather was president from 1952 to 1960, and his father Edward Sr. was president from 1985 to 1999.

At that time Edward Sr. began a seven-year suspension from the Teamsters, to settle IRB charges that he took kickbacks on the sale of union cars.

The current local president is Scott Doyle's uncle, and the secretary-treasurer is his cousin. Scott's mother, Gail Doyle, is also employed by the local. The local represents nearly 4,000 members, about half of whom are public employees. It has assets of over $7 million.

No-Show Jobs

Scott Doyle is charged with altering daily construction site logs and instructing co-workers to withhold other logs that have been subpoenaed by a federal grand jury. Prosecutors say that Doyle had no-show jobs on at least one construction site as a condition of "labor peace."

In a 120-page report, the IRB said last year that local 456 "has a history of being run for the benefit of the Doyle family." The report detailed charges of nepotism, favoritism and financial mismanagement. The Doyles say that the feds as well as the Hoffa administration have a vendetta against them.

Supporters of the Doyles claim they've had success in bargaining contracts, built a healthy union treasury, and that they will win an election in the local, now in trusteeship. The trusteeship imposed by James Hoffa is nearly 18 months old, the point at which it becomes "presumed invalid" if challenged legally, which members plan to do.

Hoffa has turned several New York locals, including Local 456, over to Dan Kane, Dan Kane Jr, and attorney Walter Kane. The election will likely be between supporters of the Doyles and the Kanes.

Investigations into Chicago Officials and Hoffa's Top Assistant Expand

The U.S. Attorney in Chicago and the Independent Review Board (IRB), the joint union-government committee designed to clean up corruption in our union, have stepped up investigations following the collapse of the Teamsters' own anti-corruption program.

Top Hoffa Appointee

Carlow Scalf, Hoffa's Executive Assistant and the highest ranking appointee in the Teamsters, is a target of investigations, reportedly for several reasons: his potential involvement in certain improper deals in Chicago; his moves to cover-up for powerful Chicago officials who may have connections with organized crime; and accepting union funds for a lucrative special "housing allowance" to stay in a hotel in Washington, D.C., after he had in fact moved to Washington, D.C., from Detroit.

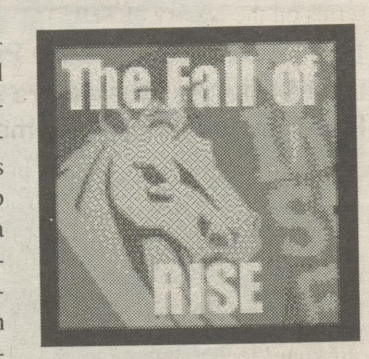
In June IRB investigators paid visits to several Chicago officials and local unions to gather documents and information. The former head of the Teamsters' internal anti-corruption program, Ed Stier, turned over a 300-page report on corruption to the Hoffa administration, the IRB, and the U.S. Attorney. Stier would not, however, turn over the names of confidential sources to the Hoffa administration, claiming that the IBT wanted those "to learn the identities of our sources so they could be retaliated against."

Teamster Magazine Attacks Stier

The July-August *Teamster* magazine presents the Hoffa-Keegel response to the collapse of their anti-corruption program, called RISE. They claim that the fall of RISE was a "PR stunt" by Ed Stier, who headed Hoffa's RISE program for the past five years.

They fail to deal with the substance of the issues, including:

- All 20 investigators and attorneys resigned after Hoffa's office blocked investigations into serious corruption.
- The Teamsters Union now has no anti-corruption program at all, and no hope of ending the consent order (which was the number one political goal of the Hoffa administration).
- $15 million in dues money was spent on a program that was apparently never intended to attack corruption at the highest levels. No accounting has ever been given to Teamster members of this spending.
- The investigations raise serious questions about the integrity and possible criminal connections of top Hoffa administration officials.



Our top leaders, including the General Executive Board, could have learned from this experience and recognized that serious problems that still exist in parts of our union. Instead they are continuing a long tradition of cover-ups, lies and PR, when serious action is called for.

Get the Facts

If you want information on the corruption crisis in our union and the collapse of RISE, go to www.tdu.org or contact TDU to obtain detailed letters from Ed Stier on the failure of the RISE program and reports from investigative journalists. Get the facts, and judge for yourself.

Deal Let Local Out of Dues Compliance until 2007

Did Hoffa Buy Support for Dues Hike?

Documents reveal that at least one Teamster local was given a special waiver by the IBT to delay implementation of the Hoffa dues hike by five years. The waiver came in an apparent deal to win that local union's support for Hoffa's unpopular proposal for a dues hike without a vote of the members.

Local 804 President Howie Redmond served on the IBT Blue Ribbon Commission that designed and promoted the largest dues increase in Teamster history. A video captures him proudly sporting his blue vest as a commission member. None of Local 804's nine delegates spoke out in opposition to the dues hike at the Special Convention.

But Local 804 officials never implemented the dues increase they supported. Documents reveal that General Secretary-Treasurer Tom Keegel gave Local 804 an exemption to the dues formula before the Special Convention was even held.

Two weeks after Keegel gave Local 804 the green light not to comply with the dues increase, he denounced convention delegates who demanded a membership vote saying, "You don't love this union. You want to destroy it. You want to see it go bankrupt."

Politics Before Equality?

Did Redmond, the leader of one of the largest UPS locals in the country, swap his public support for the dues hike in exchange for a deal from Hoffa and Keegel to put off the dues increase in Local 804?

Redmond did not return calls for comment on this story so we can't know for sure. What we do know is the dues increase will not go into full effect in Local 804 until 2007 — five years after Teamsters across North America started paying the higher rate.

Instead, starting in August, Local 804 will raise the dues rate incrementally starting Aug. 1, 2004 until the local is in full compliance on Aug. 1, 2007.

Are any other Teamster members getting this special treatment?

Locals across the country opposed the dues increase without a vote of the members, including Connecticut Local 559, New Jersey Local 177, Detroit Locals 243 and 214, Cleveland Local 407, Oregon Local 206 and others.

The members of these locals have all been paying 2.5 times their hourly earnings per month. Members in some New England locals are paying as much as three times their hourly rate.

TDU opposed the Hoffa dues increase without a vote of the members. But once a dues increase is written into the Teamster Constitution, doesn't it seem fair for the constitution to apply equally to all Teamsters?

Local 767 Election Rerun

Dallas Local 767 has agreed to rerun its December election to settle a federal lawsuit filed by the U.S. Department of Labor, after the incumbents used members' personal grievance information as part of their campaign.

The release of grievances was seen as possibly having a chilling effect on members who had reason to file one.

Does Local 767 President Wesley Jenkins really not understand that union property, in this case members' grievances, is not his personal property to be used for campaign purposes?

Gambinos, Gurus and Grievance Shakedowns

Corruption Hijinks Threaten Career of New York's Top Teamster

Anthony Rumore's days appear to be numbered as the powerful head of 100,000-member New York City Joint Council 16.

The Independent Review Board (IRB) has recommended that Rumore be charged with violating the Consent Order. If found guilty, Rumore will likely be banned from the union.

The IRB's allegations against Rumore are among the most bizarre of any charges against a Teamster official in the Consent Order's 15-year history.

Gambinos

Rumore is accused of instructing Local 812 business agents to perform personal services for Louis Rumore, Anthony's father, who agreed to a lifetime ban from the Teamsters to resolve IRB charges that he was a member of the Gambino crime family.

Gurus

Rumore is charged with ordering BAs to repeatedly chauffeur his family members during business hours, including on multiple trips to a New Jersey holistic healer named Guru Schacte.

Grievance Shakedowns

To pay off mounting legal bills stemming from earlier IRB charges, Rumore established a legal defense fund and instructed business agents to solicit contributions from members. Local officers, BAs and stewards collected approximately $30,000 for the fund over a seven month period, but Rumore wasn't satisfied.

To punish members for their lackluster contributions, Rumore cancelled 17 arbitrations, including terminations. Rumore told BAs, "I don't want anymore shop service done until the collections come in and I get my money." He added, "If my lawyers don't eat, they [the members] don't eat."

Rumore blamed his behavior on personal health problems and stress, citing death threats and extortion from a Gambino crime family member.

But the IRB didn't see the connection between Rumore's illness or stress and his cancellation of 17 arbitrations that could have cost dues-paying Teamsters their jobs. (Rumore later reversed his decision and had the union arbitrate the cases, under the advise of local counsel).

The IRB also didn't buy Rumore's explanation that Local 812 officials testified against him in retaliation for Rumore's efforts to fight organized crime.

TDU History

The Fight to Save Our Union

(This is the fourth and final article in a series on the history of TDU.)

UPS Strike Put Teamsters at Forefront of Labor Movement

After the UPS strike victory in 1997, the Teamsters stood at the forefront of the American labor movement. But there were tough times ahead. The coming years would see Ron Carey's reform efforts as IBT President ended and the restoration of old-guard leadership at the IBT. Some people predicted TDU would not last.

But TDU stayed the course through difficult times and built the Teamster reform movement. TDU continued to help members organize for change in their local unions through shop floor mobilizing, bylaws campaigns, and officer elections.

TDU acted as the watchdog organization that members could trust to tell the truth, when all they got from the Hoffa administration was PR.

Today, TDU stands as the backbone of a growing movement that sees the urgent need to take action to save our union.

Re-Run Election

Just weeks after the 1997 UPS strike victory, the IBT Election Officer ordered a rerun of the prior year's Teamster election. The Election Officer found that outside consultants to the Ron Carey campaign had funneled $220,000 in union funds to the campaign and then pocketed some of the money themselves. No evidence was found that Carey knew of the scheme, and he was later found not guilty of any wrongdoing by a federal court.

In late 1997, Carey was disqualified from running for office. Hoffa was not disqualified, even though it was ruled that he had taken $167,000 in employer contributions and another $160,000 in union funds for his campaign.

The old guard, which had been silenced by the UPS strike victory, was re-energized.

At this crucial time, TDU worked to unite the reform forces within our union. Officials who had only hopped on the Carey band-wagon when he looked like the winner switched their support to Hoffa. Others held firm to their principles.

The reform movement united around the candidacy of Tom Leedham, principal officer of Oregon Local 206.

The media predicted a landslide victory for Hoffa, who had name recognition and a huge campaign war chest. Despite these advantages, Hoffa won with just 54% of the vote. Where TDU was most active and strong, Leedham won, winning a majority of the vote in 19 states and 135 local unions.

Hoffa Takes Office

Hoffa made big promises to members when he ran for office. His slate was called the "Jim Hoffa No Corruption, No Dues Increase, 25-and-Out Slate." Would he keep his promises? It was up to TDU to hold the Hoffa administration accountable to members.

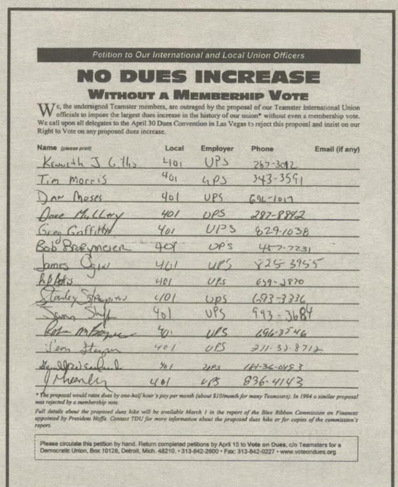
Within a year of taking office, Hoffa added 137 multiple salaries to the IBT payroll. He pulled the plug on big Teamster organizing drives and launched a poorly planned strike at Overnite Transportation that killed our union's successful freight organizing drive there.

One area in which he was successful was uniting Teamster officials around him by using a carrot-and-stick approach. He gave fat multiple salaries and perks to his supporters. He punished local officials who opposed him by sending "personal representatives" to their locals to undermine them or by removing elected leaders.

2001 Election

Hoffa won re-election in 2001. But wherever Hoffa had been involved in negotiations – carhaul, Anheuser Busch, and Northwest Airlines – members voted for the Tom Leedham slate. To know Hoffa was to vote Leedham.

The reform movement lost the election, but succeeded in preventing Hoffa and his supporters from making our union a one-party state. TDU had protected members' right to supervised elections with fair rules.



Petition to Our International and Local Union Officers

NO DUES INCREASE

Without a Membership Vote

We, the undersigned Teamster members, are outraged by the proposal of our Teamster International Union officials to impose the largest dues increase in the history of our union* without even a membership vote. We call upon all delegates to the April 30 Dues Convention in Las Vegas to reject this proposal and insist on our Right to Vote on any proposed dues increase.

Name (please print)	Local	Employer	Phone	Email (if any)
Kenneth J Gillis	401	UPS	267-3012	
Tim Morris	401	UPS	343-3591	
Dan Moses	401	UPS	696-1017	
Dave McLlory	401	UPS	287-8862	
Greg Griffith	401	UPS	829-1038	
Bob Breymeier	401	UPS	457-7231	
James Ogw	401	UPS	825-3955	
[illegible]	401	UPS	639-2870	
Stanley Stepien	401	UPS	693-3336	
[illegible]	401	UPS	993-3684	
[illegible]	401	UPS	696-3546	
Leon Sturgeon	401	UPS	711-31-8712	
[illegible]	401	UPS	141-36-0453	
J Hanley	401	UPS	836-4143	

* The proposal would raise dues by one-half hour's pay per month (about $10/month for many Teamsters). In 1994 a similar proposal was rejected by a membership vote.

Full details about the proposed dues hike will be available March 1 in the report of the Blue Ribbon Commission on Finances appointed by President Hoffa. Contact TDU for more information about the proposed dues hike or for copies of the commission's report.

Please circulate this petition by hand. Return completed petitions by April 15 to Vote on Dues, c/o Teamsters for a Democratic Union, Box 10128, Detroit, Mich. 48210. • 313-842-2600 • Fax: 313-842-0227 • www.voteondues.org

TDU collected thousands of signatures demanding the right to vote on the big dues hike.

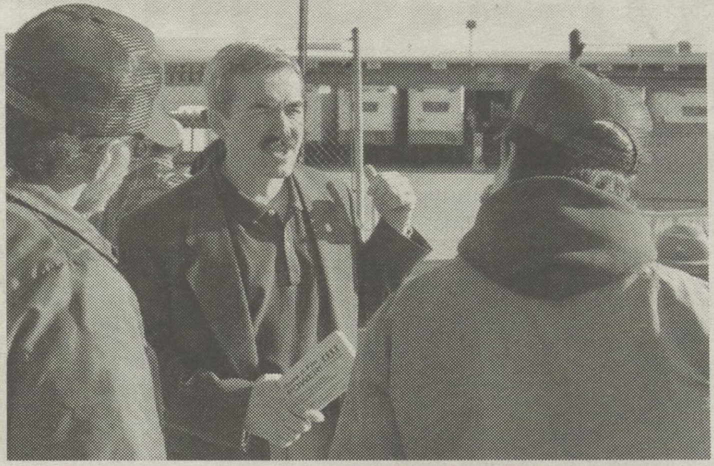
Dues Convention

After the election, Hoffa called a special convention to raise members' dues. TDU collected thousands of signatures demanding the right to vote on the big dues hike. At the special convention, one hundred reform delegates stood up to support members' right to vote, while pro-Hoffa delegates sat squirming.

Local Struggles

Back on the shop floor, Teamsters still faced tough employers. TDU was there to help them. Local 556 in Eastern Washington state is a good example.

In June 1999, 1,200 Teamsters walked off the job at the IBP (now Tyson) meatpacking plant in Pasco, Wash. after management fired shop floor leaders who protested unsafe conditions. The IBT turned down the strikers' requests for support. So with TDU's help, they organized their own strike and community outreach. "Members who learned their rights and how to organize through TDU were the backbone of our strike," said steward Ramon Moreno. Without support from the IBT to beat this corporate giant, members returned to work after five weeks on strike.



Tom Leedham, although outspent ten to one by an opponent with a famous name, polled strongly in the 2001 election.

Hoffa then put the local in trusteeship to delay an election. When the local came out of trusteeship, members voted for a reform slate headed by TDU leader Maria Martinez. The new leadership has worked to unite members who come from different countries and speak many different languages, and win strong contracts.

The employers are trying to put a lid on this worker activism. The local recently beat back a decertification attempt by Tyson Foods. The Tyson contract expired this May 31. Members are in a tough fight for a fair agreement, and are building support in the U.S. and Japan around worker and food safety.

The story of Local 556 shows that members have the power to build strong, democratic locals that can take on the employers. By working with progressive Teamster officers and helping more rank-and-file Teamsters win office, TDU aims to spread this kind of good unionism.

Protecting Pensions

TDU continues to fight to protect members' hard-earned pensions and benefits. When new UPS, freight and carhaul contracts were negotiated in 2002 and 2003, members were promised that their benefits were secure. But after the agreements were approved, members in the Central States and Western States funds were hit with big benefit cuts.

TDU and the Central States Pension Improvement Committee channeled members' anger into positive action. Thousands of Teamsters turned out at local union meetings to demand accountability from the Hoffa administration and pension fund officials. That movement continues today.

Fighting Corruption

Both before and during Hoffa's time in office, TDU has exposed corruption that weakens our union and advocated for an independent Teamster anti-corruption program.

With the goal of ending federal supervision of our union, Hoffa established an anti-corruption program, called RISE, that would report directly to him. TDU argued that our union needs an anti-corruption program that is not controlled by the IBT President.

Many Hoffa allies were removed from office for corruption – not by RISE, but by the Independent Review Board. For example, in 2001, Bill Hogan, Jr. and Dane Passo, two top Hoffa allies, were caught engineering a sweetheart deal with a non-union temp agency to undercut Teamster convention workers in Las Vegas. The Hogan-Passo scheme would have slashed wages to $8 and eliminated all benefits.

In April of 2004, Ed Stier, the former federal prosecutor Hoffa had appointed to head RISE, resigned along with his entire staff. He accused Hoffa of interfering with RISE's investigation of corrupt officials in Chicago and Houston. The $15 million spent on RISE was gone, with nothing to show for it.

Save Our Union

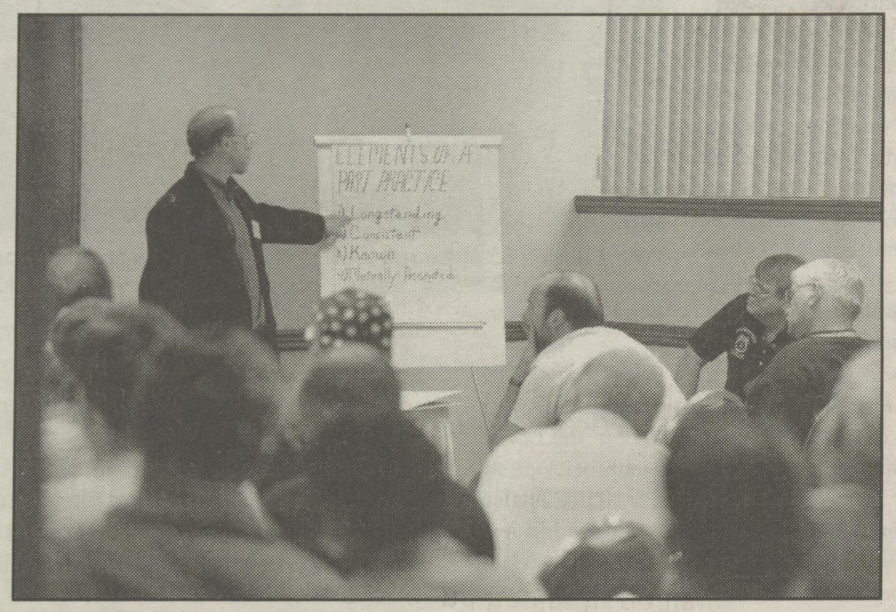
Today our union is at a turning point. We have lost nearly 100,000 members since Hoffa took office. The loss in membership would be even greater if not for the merger of smaller unions into the Teamsters. The shutdown of union companies like CF and USF Red Star and the failure to organize non-union competition is eroding our strength. Hundreds of thousands of Teamsters are having their pensions and health benefits cut.

The one bright spot in this sorry picture is that a movement is growing to save our union. Reformers have recently won office in important locals such as Seattle Local 174, Milwaukee Local 200, and Chicago Local 705.

TDU is proud of its past, but always looks to the future. With hard work and determination, the Teamster reform movement can make history again and save our great union.

Get Three Full Days of Teamster Education ...

Don't miss these educational workshops:



- Rebuilding Teamster Power
  Evaluating the Hoffa administration and making a reform plan for saving our union and rebuilding Teamster power.
- Organizing to Defend Our Pensions
  Examine what it takes to fight back and win against the attack on our retirement and health benefits.
- Getting Members Involved
  Learn how to use different communication methods — flyers, one-on-one discussions at work and speaking at local union meetings — to build member involvement.
- And many more!

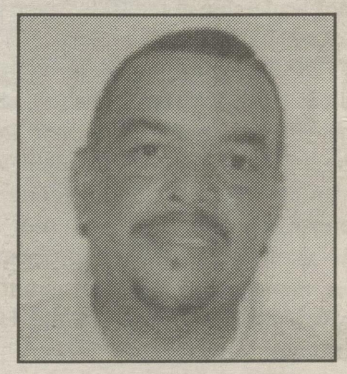
Register Today!

The convention will be held at the Sheraton Cleveland Airport on Oct. 22-24.

Registration for all three days is $185, $160 for two days and $100 for Saturday only. Registration includes meals and educational materials. Hotel rooms are $95 per night, single or double, tax included.

For more information or to register, call TDU at 313-842-2600.

I'll Be There!



"I'll be at the TDU Convention this October. I think it will be a great thing for me so that I can get educated and help out my fellow Teamsters.

"I want to prepare myself so I can answer questions and enforce our contract."

Levi Robertson
Local 688, Pepsi
St. Louis

At the 2004 TDU Convention Oct. 22-24 Cleveland

Don't forget! You can also register online!
Go to www.tdu.org and click on the "Convention" button.